



On the Problems and Countermeasures in the Construction of Party Organizations in Public Institutions

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Abstract: This article summarizes the common problems in the process of party organization construction in public institutions, and explores the countermeasures to strengthen the level of grassroots party organization construction. Especially, in-depth exploration and thinking on creating characteristic attraction and enhancing organizational vitality have been conducted, thus explaining the important significance of strengthening the construction of grassroots party organizations in public institutions.

Keywords: Public Institution; Grassroots Party Organizations; Problems; Countermeasures

1 Introduction

Since the 18th National Congress of the Communist Party of China, the Party Central Committee with Comrade Xi Jinping as the core has attached great importance to party building, and proposed and implemented the new great party building project in the new era^[1]. General Secretary Xi Jinping made important arrangements for promoting the new great party building project in the new era in his report to the 20th National Congress of the Communist Party of China, providing directions and guidelines for strengthening party building in the new era. We must implement General Secretary Xi Jinping's important thought on party building, further grasp the overall direction and

basic principles of party building in the new era, and improve the level of quality of party building [2].

Public institutions play a crucial role in serving and safeguarding the country's construction, social development, and people's livelihood. As an important part of China's socialist modernization drive, public institutions should constantly improve their ideological and political work leadership in accordance with the needs of the new era, and effectively promote the construction and development of the socialist cause [3]. In the face of new challenges, it is essential to continuously enhance the construction of party branches in public institutions, improve their political standing, enhance ideological quality, strengthen work style awareness, enforce organizational discipline, establish institutional safeguards, and consistently arm party members with new ideas and theories to lead and ensure the stable development of public institutions and better serve the national agenda. However, currently, there are still some issues with the grassroots party branch construction in public institutions in China. For example, the development of party branches is unbalanced and the level varies. Therefore, strengthening the party branch construction in public institutions is imperative [4].

2 The significance of strengthening the construction of grassroots party organizations in institutions

2.1 Strengthening the construction of grassroots party organizations is an urgent need to cope with new situations and challenges

Basic level Party organizations shoulder the important responsibility of connecting with the masses, organizing the masses, publicizing the masses and uniting the masses. They are the battle fortress of the CPC at the basic level of society, and the important cornerstone of promoting economic, social and economic development and people's livelihood security and stability. Standing at a new historical starting point, only by strengthening the construction of grassroots party organizations and playing their role as fighting bastions can we fully utilize the strength of the party, adapt to the unprecedented changes in the past century, and shoulder the great responsibility of the great rejuvenation of the Chinese nation in the complex international and domestic situation.

2.2 Strengthening the construction of grass-roots party organizations is the fundamental requirement for maintaining the progressiveness and purity of the party

The strength of the Party comes from the grass-roots party organizations, and the work of the grass-roots party organizations is the basis for the work of the CPC. The grass-roots party organizations are the foundation of the party's overall work and combat effectiveness, and are the fighting bastions for implementing the party's line, principles, policies, and various tasks. The construction of the party's grassroots organizations is not only related to the role of the party as a fighting bastion, but also affects the reputation and image of the party, and the rise and fall of the cause of the party and the country. Only by constantly strengthening the construction of grass-roots Party organizations and strengthening the Party's construction can we maintain the progressiveness and purity of the Party, solve the problems faced by the Party's construction, and make our Party always become a strong core of leadership.

2.3 Strengthening the construction of grassroots party organizations is an inevitable requirement for enhancing business core competitiveness.

The construction of party organizations in public welfare institutions, especially those in the second category, is closely related to business development. Through the construction of grassroots party organizations, the party's theory, line, principles, and policies can be promptly conveyed to grassroots party members and the masses in the front-line business units, closely connecting the party with the people, and promoting internal harmony and unity. Continuously strengthening the political, ideological, and organizational construction of grassroots party cadres can effectively enhance the political awareness and ability of public institutions. Through grassroots party building work, we can mobilize the cohesion of all party members and the masses, gather the wisdom of all employees, effectively solve the development problems we face, and gradually improve management ability and development quality. This can successfully transform the party's political advantages into business development advantages, stimulate the internal development momentum of business transformation and upgrading, and enhance core competitiveness.

3 Common problems in the construction of party organizations in institutions

Problems of uneven development in the construction of party building work—Most of the personnel engaged in party work in public institutions are part-time party workers, who do not pay enough attention to the construction of party building work. This has led to the phenomenon of neglecting party building work and emphasizing business work, making it difficult to achieve stable development. Some public institutions lack sufficient numbers of party workers, who often need to be responsible for managing multiple tasks simultaneously, reducing the overall quality of party building work and having a serious impact on the development of public institutions. Some party members have insufficient comprehensive abilities, making it difficult to promote the operation and development of party building work.

Lack of vitality in party building work—The content of party building work in public institutions is relatively single, with more attention paid to current news and major events in the business, and less involvement in the daily life problems and technical issues of party members. The content of party building is still based on reading and learning, which is boring and lacks interest and vitality. It lacks modernity, innovation, and attractiveness, making it difficult to fully realize the core functional value of grassroots party organizations [5].

Otherwise, the composition of the party workers is not reasonable [6], Traditional concepts affect the integration of party building work and business work, which is too fragmented [7], and still the prominent problem in the party building work of institutions.

4 Strengthening the Construction of Grassroots Party Organizations: A Case Study of Directly-affiliated Institutions of Central and State Authorities

4.1 Strengthen political leadership and consolidate organizational foundation

The implementation and strengthening of grassroots party organization construction is a long-term and continuous process. Only by regularly and continuously paying close attention to grassroots party organization construction can we effectively realize the political guidance function of grassroots party organizations for public institutions.

Second, we should attach importance to and carry out the propaganda work of theory and ideal. Third, we should give full play to the various coordinating roles of party organizations. Grassroots party organizations should strive to organize and coordinate various internal forces in their daily work, effectively exert the various functions of women's work committees, trade unions, and Communist Youth League committees, adhere to close ties with the people, implement democratic centralism, and constantly integrate relevant advantages to promote sustainable development.

4.2 Create unique attraction and enhance organizational vitality

The focus of theme party day planning is on planning. For our grassroots party organizations, political discourse is specific and must be combined with the ideological and practical work of party members to highlight their characteristics. In the organizational life of the branch, the charm of theme party day activities lies in the flexible and diverse forms of development. With the help of theme party day activities, innovative ideas can be developed, methods can be improved, and the cohesion, combat effectiveness, and creativity of the branch can be enhanced. Theme design focuses on strengthening political functions, and activity planning focuses on strengthening organizational functions.

4.2.1 Pay attention to the time nodes and design well the theme of political ceremony.

Pay attention to important time nodes throughout the year, such as July 1st, August 1st, National Day, March 18th, the Day of the Fallen at the Old Summer Palace, and the anniversary of the founding of the Party; pay attention to important time nodes within the system, unit, branch, and department, such as the 10th anniversary of a major inspection business; pay attention to the time nodes of party members' political birthdays, review the oath of membership, enhance the sense of ceremony, and never forget the original aspiration;

4.2.2 Identify the right starting point and design a political practice-oriented theme.

Design a theme around the role of party members in ensuring the implementation of major tasks in their respective units and fields, such as studying the advanced deeds of the winners of the May Day Labor Award, learning from the advanced deeds of col-

leagues who have provided assistance to Qinghai, Xinjiang, and Tibet, etc. Design a theme that strengthens party members' political responsibility around major events in the party and the country or region, such as the Winter Olympics, the Asian Games, and the Belt and Road Initiative, and combine it with the units' own business.

4.2.3 Strengthen the organizational power and creativity of the branch, and mobilize the enthusiasm of party members.

The branch members are divided into multiple activity planning groups, and regularly work with the branch committee to rotate organizing diverse and colorful theme party day activities. Fully leverage the enthusiasm of all party members, enhance the diversity of branch activities, and also give full play to the advantages of each party member, mobilize various resources, and provide more opportunities for each party member to exercise in various aspects.

4.3 Strengthen cultural cohesion and promote mutual integration

Cultivating cultural cohesion and promoting mutual integration Cultural construction is an important way to enhance the ideological level of employees and an effective channel to enhance their sense of happiness. Grassroots party organizations should combine the requirements of higher-level organizations, create cultural activities, cultivate characteristic cultures, and use a series of collective cultural activities to help party organization members and employees achieve sublimation in the ideological level, thereby enhancing the internal vitality and cohesive force of the unit. Currently, facing three major risks and challenges, the development of special equipment inspection and testing units is facing severe pressure, and transformation and upgrading have become an inevitable way for special equipment inspection and testing units in the new era to seek new life. Grassroots party organizations should give full play to their leading role in reform and development, combine the development transformation with party building work, and comprehensively improve the work ability and combat effectiveness of grassroots party organizations in the process of transformation and upgrading. On one hand, grassroots party organizations should conduct in-depth research on the development trends and trends in the new situation of the industry, learn and understand new technologies and processes, providing new development ideas for market development; on the other hand, facing internal challenges such as inadequate capacity and corruption risks, we must strengthen quality and safety risks and carry out

internal organizational optimization. By strengthening the deep integration of party building and business development, grassroots party organizations can further exercise their decision-making and execution capabilities in seeking development, laying a solid foundation for the long-term stable development of public institutions.

Improving the construction of party branch system and strengthening standardization construction effectively [8]. To promote the construction of democratic and learning party branches from the perspective of standardized training, establish a mechanism for assessing the behavior of party members within the branch, and accelerate the mechanism for standardized construction of party branches [9]. We will promote "Internet plus Party building", effectively expand the coverage of Party building, improve the organizational capacity of grass-roots Party organizations, strengthen their combat effectiveness, further strengthen their political functions, and improve the ability of Party organizations to serve the society and the masses in the information age in a multi-dimensional way [10].

5 Conclusion

This article summarizes the common problems in the process of party organization construction in public institutions, and explores the countermeasures to strengthen the level of grassroots party organization construction. We need strengthen political leadership and consolidate organizational foundation, create unique attraction and enhance organizational vitality and strengthen cultural cohesion and promote mutual integration. Especially, in-depth exploration and thinking on creating characteristic attraction and enhancing organizational vitality have been conducted, thus explaining the important significance of strengthening the construction of grassroots party organizations in public institutions.

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